

# State of Hawaii

## Department of Land and Natural Resources

### Career Opportunity

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Department of Land and Natural Resources   Personnel Office   P. O. Box 621   Honolulu, HI 96809

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Opening Date: September 12, 2004

**LAST DAY TO FILE APPLICATIONS: September 24, 2004**  
**FORESTRY AND WILDLIFE TECHNICIAN IV**  
**Temporary, Full-Time Employment Only**  
**Kahului, Maui, Hawaii Recruitment No. 2004-13**  
**\$2,245.00 per month (SR-13)**

#### **JOB DUTIES**

This position is located in the Maui Branch Natural Area Reserve System section of the Division of Forestry and Wildlife. General responsibilities include: to maintain, operate, conserve and protect the Division's natural area's, outdoor recreation areas and historic sites; to provide liaison with other branches of government agencies; and to interact with visiting public on matters of resource protection, public safety and resource interpretation. The primary purpose of this position is to ensure that all Division and NAR rules and regulations are followed by visitors of the Ahihi-Kinau NAR and adjacent areas and provide information on the historical, botanical, and physical characteristics of the area including advising the public on conservation and safe practices within the NAR and adjacent areas.

#### **MINIMUM QUALIFICATION REQUIREMENTS**

**Education and Experience Requirement:** Experience requiring the ability to read, comprehend and apply written directions and a high degree of verbal skill in addition to the ability to make basic mathematical computations including percentages and averages. This requirement may also be met by possession of a high school diploma or equivalent; or excess Specialized Experience as described below.

**Specialized Experience Requirement:** Three (3) years of progressively responsible experience in sub-professional or technical work in forestry, wildlife, or other natural resource management, conservation, and development. Experience must have demonstrated that applicant possesses knowledge of game and non-game birds and animals and their habitats; forestry, wildlife, and other natural resource management research and survey techniques; and basic carpentry, plumbing, and masonry used in forest, wildlife, and natural resource development and maintenance projects, wildlife fire control techniques and practices; ability to understand and carry out oral and written instruction; write neat, accurate and comprehensive field notes and data sheets; make mathematical calculations; visual estimates of percentage quantities; perform long hours of strenuous work under adverse conditions; and talk to groups of individuals to explain programs, policies and procedures.

At least one (1) year of experience must have been comparable to work at the III level in State service.

#### **Substitutions Allowed:**

- 1) Completion of 30 semester credits of baccalaureate level coursework at an accredited college or university, which included at least 12 semester credits in zoology, biology, horticulture, or botany may be substituted for a maximum of one year of Specialized Experience.
- 2) Baccalaureate level education received at an accredited college or university in forestry management, forestry economics, forestry protection, wildlife biology, wildlife conservation, wildlife management or closely related fields may be substituted for the Specialized Experience on a year-for-year basis, up to a maximum of two years. Education may be substituted on the basis of 15 semester credits for six months of experience, provided that at least 6 credits per semester were in the areas specified.
- 3) Education in an associate degree program in forestry, wildlife management or related natural resource management may be substituted for the Specialized Experience on a year-for-year basis, up to a maximum of two years. Education may be substituted on the basis of 15 semester credits for six months of experience, provided that at least 6 credits per semester were in the areas specified.

**License Requirement:** Applicants must possess a valid State of Hawaii driver's license, Type 3.

**Physical Requirements:** Applicants must be able to physically and mentally perform efficiently the duties of the position. Must have aptitude and stamina to hike 5 – 8 miles a day over extreme conditions in field situations (e.g. rugged terrain, remote, dry, hot and exposed conditions) carrying 30 – 40 lbs. backpack, and camp in remote areas under difficult environmental conditions; must be comfortable in the water and able to swim and tread water for 15

minutes in coastal ocean conditions; must be willing and able to obtain scuba certification and field first aid training upon employment; work irregular hours under difficult conditions; and work alone and independently at times. Qualified applicants with disabilities who can perform the essential functions of the advertised position are encouraged to apply. The State of Hawaii is committed to making reasonable accommodations on a case-by-case basis. Applicants seeking reasonable accommodation should be ready to discuss the accommodation sought so that a determination can be made that such accommodation is reasonable and would not cause the employer undue hardship.

## HOW TO APPLY

1. Complete an Application for Civil Service Position. Return all completed forms to the Department of Land and Natural Resources, Personnel Office, P. O. Box 621, Honolulu, Hawaii 96809.
2. Applicants must submit at the time of application, evidence of the appropriate training (e.g., transcript or diploma) in order to be given credit for education. Mailed applications should be postmarked by the last day to file applications.

## TESTING INFORMATION

The examination for this recruitment will be conducted on an unassembled basis where the examination score is based on an evaluation and rating of your education and experience. It is therefore important that your employment application provide a clear and detailed description of the duties and responsibilities of each position you held.

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**QUALITY OF EXPERIENCE:** Your possession of the required amount of experience will not in itself be accepted as proof of qualification for the position. Overall paid or unpaid experience must be of such scope and responsibility as to conclusively demonstrate that you have the ability to perform the duties of the position. Provide a detailed description of your duties and responsibilities. If you worked on a part-time basis, indicate your average number of hours worked per week. We will not withhold the referral of names of eligibles for employment consideration because of your failure to provide accurate and complete information concerning your qualifications.

**MERIT OR CIVIL SERVICE SYSTEM:** You must meet the minimum qualification requirements, including education, experience, and other public employment requirements for State Civil Service employment. The names of applicants will be referred based on their examination grade and availability for employment. The employing agency may select **any one** of the eligibles referred. The names of those not selected will be kept on an eligible list for no less than the period indicated on the eligible's Notice of Examination Results and Eligibility card.

**CITIZENSHIP REQUIREMENT:** You must be a citizen, permanent resident alien, or national of the United States; however, if you are a non-citizen with employment authorization from the U.S. Immigration & Naturalization Service, you may also apply.

**RESIDENCE REQUIREMENT:** You must be a legal resident of the State of Hawaii at the time of application. Former legal residents may also apply. If there is a question regarding your residence status, it is your responsibility to provide documentary evidence of abandonment of your previous residence and/or establishment of Hawaii residence, or evidence of former legal residency in the State of Hawaii (i.e., filing State income tax returns as a resident of Hawaii, registering to vote in Hawaii's elections, and so on.) A residency information sheet is available upon request.

**VETERANS' PREFERENCE:** If you are claiming the 5 or 10 points Veterans' Preference you must submit a copy of your DD214 and/or other substantiating documents specifying the periods of your service.

**PHYSICAL EXAMINATION REQUIREMENT:** Offers of employment will be conditioned on the results of a complete physical examination. For certain job categories, applicants may be referred to a State-designated physician, rather than the applicant's personal physician of choice. The cost for all physical examinations shall be borne by the applicant and not the State of Hawaii.

**HOW TO FILE:** Submit applications in person or by mail to the Department of Land and Natural Resources, Personnel Office, P. O. Box 621, Honolulu, Hawaii 96809. File applications immediately. Mailed applications and supplemental materials must be postmarked by midnight of the last day to file applications. For recruitments indicating Continuous Recruitment Until Needs Are Met, the last day to file applications will be posted in our office.

**EXAMINATION:** Unless otherwise specified in this announcement, you must qualify on an appropriate examination designed to measure applicants' knowledge and skills necessary for satisfactory performance of the duties and responsibilities of this class of work. If you are required to report for a written, oral and/or performance test, you will be notified at a later date of the time and place of the examination. If you must take an examination but require special accommodation, please call the Personnel Office at 587-0180 as soon as possible. We will design a fair and effective way in which you can demonstrate your ability to perform the essential functions of this job. You should be prepared to provide medical proof of your need for accommodation by a professional who is qualified to make a diagnosis.

**NOTIFICATION:** You will be notified, in writing, of your employment eligibility.

## ADMINISTRATIVE REVIEW AND APPEAL:

**Administrative Review:** If you do not agree with an action taken on your application, you should **FIRST** request an administrative review with the Personnel Office. This must be done within 10 calendar days following the date your notice was sent. Requests must be made, in writing, to the Department of Land and Natural Resources, Personnel Office at the address listed on the front of this announcement. Your letter requesting the administrative review must include: 1) the job title(s), recruitment number(s), and the specific reason(s) you are requesting the review, and 2) any additional information you want to submit to substantiate your request. **If you do not submit your request within the ten-day limit, no administrative review will be conducted.**

**Appeal:** If you do not agree with the administrative review decision or action taken by the Department of Land and Natural Resources, you may appeal to the State Merit Appeals Board within 20 days from the date your notice was sent. Appeals to the Board must be in writing and sent to the following address: *Merit Appeals Board, Dept of Human Resources Development, 235 S. Beretania Street, Honolulu, HI 96813-2437*. A change in rating will not affect the employment consideration of referred applicants or an applicant's appointment. **FILING AN ADMINISTRATIVE REVIEW BEFORE REQUESTING AN APPEAL WILL EXPEDITE THE REVIEW PROCESS.**

**EMPLOYMENT INTERVIEW RESUME:** Please take a copy of your State application and/or resume to employment interviews. We suggest you make a copy of your application before turning in the original.

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